



May 25, 2022

Dear Flight Attendants,

Today at 0900HST/1200PDT a Special Meeting was held to elect a new MEC President and MEC Vice President. I introduced Jaci-Ann Chung, Council 43 LEC President and Josh Aoki, Council 47 LEC President. This was a MEC meeting and at MEC Meetings; the LEC Presidents and MEC Officers have speaking rights while all other members are considered observers. Each candidate was given the opportunity to meet with the MEC prior to the election and/or send in a statement. The first agenda item was the MEC President election followed by the MEC Vice President election. Prior to voting on each position, I opened the floor to the candidates with each candidate having 5 minutes to speak. The results were as followed:

#### **MEC President Election**

Jaci-Ann Chung, Council 43 nominated Ka'imi Lee  
Josh Aoki, Council 47 nominated Chasity Theno  
Chasity Theno, Acting MEC President. Breaking the tie,  
voted for Chasity Theno

**Chasity Theno is the new MEC President.**

#### **MEC Vice President Election**

2 candidates withdrew their candidacy  
Jaci-Ann Chung, Council 43 nominated Andrew Ferreira  
Josh Aoki, Council 47 nominated Melissa Teshima  
Chasity Theno, Acting MEC President. Breaking the tie,  
voted Melissa Teshima

**Melissa Teshima is the new MEC Vice President.**

I would like to thank all the candidates who submitted their willingness to serve and look forward to working together for the betterment of the membership.

#### **MEC Vacancies**

Because I have taken the MEC-P position, the MEC Secretary/Treasurer position that I previously held will be opening for the membership to apply for. We also have a vacancy for the MEC Grievance Chair position that needs to be filled. I will be sending out another communication with more details in the near future. If you are interested, attached is information and descriptions on each vacant MEC position.

In Solidarity,  
Chasity Theno  
Acting MEC President  
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[AFA-CWA Mutual Respect Policy](#)

**ARTICLE VII**  
**AIRLINE MASTER EXECUTIVE COUNCILS**

**A. Organization**

1. On an airline having one (1) Council, the Local Executive Council shall be the Master Executive Council of the airline.
2. On an airline having two (2) or more Local Councils which elects its Master Executive Council Officers pursuant to Article VIII.B.2., all of the Local Council Presidents shall be members of the Master Executive Council.

**B. Jurisdiction and Duties**

1. A Master Executive Council shall be the chief governing body for the membership on that airline, and shall have the responsibility, authority and duty to:
  - a. Elect Master Executive Council Officers as provided in Article VIII.
  - b. Establish and implement Master Executive Council policy deemed necessary to conduct Council business and further the goals of the Union.
  - c. Function as a coordinating Council for the membership on that airline. Its activities shall be proportionate to and in accordance with the demands made upon it by the Local Councils under its jurisdiction. All normal or routine local Union business shall, however, be conducted by the Local Councils on the respective airlines.
  - d. Make the final decision on any problem or problems of the members of that airline, and accordingly.
  - e. Maintain an active internal membership development program.
  - f. Maintain participation of Local Council Officers, Negotiating Committee members and System Board members in appropriate training programs.
  - g. Establish a program designed to keep members informed of Union activities.
  - h. Maintain adequate records on Union business conducted on the airline.
  - i. Distribute an annual report to the membership on Union business conducted on the airline which is to include Union expenditures.
  - j. The actual B&E reports are available for viewing by members in good standing. The reports are internal, not to be published either in print or electronic form.
  - k. Establish committees and appoint committee chairpersons as may be necessary for conducting Master Executive Council business and enforcing policy of the Union and Master Executive Council.
  - l. Elect System Board members on that airline.
  - m. Give its approval by a majority vote of the Master Executive Council of an airline, with the advise of the International President, before a strike vote of the members of such airline may be taken.
  - n. Abide by the Constitution and Bylaws of the Union and decisions of the Board of Directors.
  - o. Perform all other duties as stated in the Constitution and Bylaws.
2. Nothing in this section shall authorize any Master Executive Council to initiate any action that is inconsistent with this Constitution and Bylaws or with the best interests of the Union or the general membership thereof.

**C. Officers**

Each Master Executive Council shall have the following elected Officers: President, Vice President and Secretary-Treasurer.

1. Eligibility

All Officers of the Master Executive Council must be active members in good standing from that airline, provided that in the case of an airline with only one (1) Council, the

Local Executive Council officer shall also hold that office on the Master Executive Council. Nothing in this Section shall prevent a Local Council President from holding any Master Executive Council office.

## 2. Jurisdiction and Duties

In accomplishing the duties specified below, Officers shall be contactable and responsive to communications from members, representatives, and other Officers of the Union.

### a. Master Executive Council President

The President shall be the official Union spokesperson and chief executive officer for that airline and shall have the authority and duty to:

- (1) Be responsible for and charged with administering the policies of that Master Executive Council, and implementing the objectives and policies announced by the Board of Directors and Executive Board.
- (2) Be responsible for the expeditious processing of members' complaints and grievances.
- (3) Be the Union representative on that airline for the purpose of furthering and implementing the objectives and policies announced by the Board of Directors and Executive Board.
- (4) Coordinate and compile Master Executive Council policy, review reports and recommendations and submit such material to the appropriate committees of the Union.
- (5) Be a member of the Negotiating Committee.
- (6) Be a member of the Executive Board.
- (7) Be granted the privilege of the floor at all meetings of the Board of Directors, but shall have no vote, if not also a Local Council President.
- (8) Be responsible for and supervise the business and managerial functions of the Union on that carrier.
- (9) Consult with and be assisted by the Vice President and Secretary-Treasurer.
- (10) Ballot the Master Executive Council if necessary or when required.
- (11) Keep a current and accurate inventory of all Union property and supplies purchased or provided by the Union and submit a copy of this to the International Secretary-Treasurer of the Union.
- (12) Inform all Master Executive Council Officers and committees that all files, correspondence, documents and other materials resulting from the work of such committees are the property of the Union, not the personal property of individuals, and are to be safeguarded.
- (13) Maintain the Union's files and property, then transfer them to her/his successor promptly.

### b. Master Executive Council Vice President

The Vice President shall:

- (1) Function under the jurisdiction of the President in carrying out the policies and directives of the Master Executive Council.
- (2) Perform the duties of the President at her/his request or in the absence of the President.
- (3) Be granted the privilege of the floor at all Master Executive Council and Board of Directors meetings, but shall have no vote if not also a Local Council President.

### c. Master Executive Council Secretary-Treasurer

The Secretary-Treasurer shall:

- (1) Assist the President in administering Master Executive Council funds.

- (2) Maintain Master Executive Council records and perform such other duties that may be specifically assigned to the Secretary-Treasurer by the President or Acting President.
- (3) Be responsible to the President and Master Executive Council.
- (4) Be responsible for general record keeping and accounting of the Master Executive Council budget and any funds.
- (5) Distribute a quarterly statement on expenditures to the Master Executive Council.
- (6) Assist in preparation of the Master Executive Council annual report to the membership.
- (7) Exhibit at all reasonable times the general records to any Officer or active member in good standing upon application.
- (8) Maintain Master Executive Council records and record all meetings of the Master Executive Council.
- (9) Deliver to her/his successor all monies and other property of the Master Executive Council. On demand of the International Office, s/he shall make available all books and records for examination and audit.
- (10) Submit a copy of all Master Executive Council meeting minutes and nomination notices to the International Secretary-Treasurer of the Union.
- (11) Be responsible for distributing a list of Master Executive Council committees' flight pay loss to the Master Executive Council and the International Office each month; this list will include, but not be limited to, hours and ID(s) missed, days on projects, and projects charged.
- (12) Be granted the privilege of the floor at all Master Executive Council and Board of Directors meetings, but shall have no vote if not also a Local Council President.

### 3. Vacancies in Office of Master Executive Council

- a. The Vice President shall become Acting President of the Master Executive Council when the office of President is vacant.
- b. When the office of President becomes vacant for any reason, the Acting President shall call a meeting of the Master Executive Council within sixty (60) days for the purpose of electing a new President.
- c. When the office of Vice President is vacant for any reason, the Secretary-Treasurer shall become Acting Vice President. The vacant office of Vice President shall be filled by election at the next meeting.
- d. When the office of Secretary-Treasurer is vacant for any reason, the office will be filled by election at the next meeting.
- e. If the offices of President and Vice President become vacant simultaneously for any reason, the Secretary-Treasurer shall become Acting President and shall call a special meeting within ten (10) days for the election of such Officers under Section D. of this Article.
- f. In the event simultaneous vacancies in all Master Executive Council offices occur, a temporary President shall be appointed by the International Secretary-Treasurer of the Union. The International President of the Union, in accordance with Section D.2. of this Article, shall immediately call a Master Executive Council meeting for the purpose of election of Officers.
- g. In the event there is no President or Acting President, the International Secretary-Treasurer of the Union shall, within thirty (30) days, appoint a Temporary President who shall serve until a President is elected.
- h. Temporary Master Executive Council Officers shall have all the jurisdiction and duties provided in Section C.2. of this Article.

## **F. GRIEVANCE COMMITTEE**

### **1. SCOPE**

- a. The Grievance Committee will have as its primary objective the protection of all Flight Attendants against arbitrary and unjust disciplinary action as well as the enforcement of all Contractual issues.
- b. The Grievance Committee shall uphold the Collective Bargaining Agreement (the Contract), Hawaiian Airlines MEC Policy and Procedure Manual and the AFA-CWA Constitution and Bylaws.
- c. The Grievance Committee shall act to secure the fastest possible procedures for all Flight Attendants in the arbitration of their grievances for disciplinary action.
- d. The Grievance Committee shall follow the direction of the Grievance Screening Panel, defined below.

### **2. POLICY/RESPONSIBILITIES**

- a. The MEC Grievance Committee shall consist of the MEC Chairperson and the Local Grievance Committee Chairperson from each council. The MEC may also appoint MEC Vice Chairpersons and MEC Grievance Representatives to the MEC Grievance Committee on an as needed basis.
- b. The committee will assist AFA-CWA attorneys in the preparation of all Hawaiian Airlines Flight Attendant grievances.
- c. Proposed settlements of disputes between the Union and the Company shall be presented to the MEC President.
- d. Priority at the System Board shall be given to Flight Attendants who have been terminated by the Company. Issues of sufficient importance to the collective interest can be scheduled ahead of termination grievances with the MEC President's concurrence.
- e. If any dispute arises regarding the merits of a contract grievance, the MEC will have the authority to terminate or continue the grievance process.
- f. Grievant will be advised via Certified Mail of any Grievance Screening Panel determination.

3. THE MEC CHAIRPERSON SHALL:
  - a. Serve as a member of the Grievance Screening Panel.
  - b. Attend all discussions of contract items at all regularly scheduled MEC meetings.
  - c. Compose informational and educational articles of interest to the membership and provide them to the MEC Communications Chairperson to be included in MEC communications and posted to the MEC website.
  
4. GRIEVANCE SCREENING PANEL
  - a. The Grievance Screening Panel will consist of the MEC President, the MEC Grievance Chairperson, the grievant's LEC President, and an AFA-CWA attorney. This panel shall determine if a grievant's case has merit and should be scheduled at the System Board of Adjustment.
  - b. The MEC President, any other member of the MEC or the Grievance Committee, may request that the Grievance Screening Panel review a grievance to determine if it should be scheduled at the System Board of Adjustment.
  
5. GRIEVANCE SCREENING PROCESS
  - a. Under its duty of fair representation, a union cannot display arbitrary, discriminatory or unfair conduct or personal animosity. However, a union can act in the best interests of its members. Therefore, the MEC shall establish a grievance screening process.
  - b. The Grievance Screening Panel ("Panel") is comprised of the MEC President, the grievant's LEC President, the MEC Grievance Chair and the AFA-CWA staff attorney.
  - c. The Panel is charged with determining whether a grievant's case has merit and should be scheduled for hearing at the System Board of Adjustment. A decision *not* to take a case forward to arbitration must be unanimous. The criteria to be used by the Panel in making its determination are described below.
  - d. The Panel will meet and decide within 45 working days of a case being submitted to the System Board. The committee may also choose to

establish a regular monthly meeting to review grievances, or it may meet on an *ad hoc* basis as the need arises. Prior to the full Committee convening, the MEC Grievance Chair and the staff attorney will meet with respective grievant(s) and review all terminations.

- e. The Committee may meet either in person at the MEC office or at any other mutually agreed location, by telephone conference call, or by any other agreed upon electronic means of communication.
- f. If the Panel determines that the grievance lacks merit, the grievant will be notified by certified mail within 10 working days that AFA-CWA will not represent him or her at System Board. The letter will also include information about what other remedies are available to the grievant.
- g. The Panel shall determine whether to represent a grievant at System Board based on the following overall criteria:
  - 1) Evidence in the file,
  - 2) Any additional investigation the committee deems necessary, and
  - 3) The likelihood of success at arbitration on the merits of the grievance.
- h. To determine the likelihood of success at arbitration, and whether a grievance has merit, the following factors will be considered. These factors are by no means inclusive or exhaustive. Nor will the committee necessarily review all the following factors in making its decision. These are merely guidelines the committee may take into consideration when evaluating a case.
  - 1) System Board precedent: Is there unfavorable or conflicting System Board precedent?
  - 2) The Collective Bargaining Agreement (The Contract): Is there a contract violation or infringement? If so, this would weigh against screening a case from arbitration.
  - 3) Previous discipline: Where is the grievant in the progressive discipline system? For example, is s/he at a suspension or on a last-

chance agreement? What kind of disciplinary “involvement” with the Company has the grievant had in the past?

- 4) Work history: What types of infractions have been incurred over the years? When did they occur and how close together or far apart in time are they? How many commendations (including comment cards) are in the grievant’s record? Is anything out of the ordinary or does anything point to inappropriateness by the Company?
  - 5) Timeliness: How close was the grievant to being discipline-free? How much time elapsed between the triggering infraction and the issuance of the notice of investigation?
  - 6) Due process considerations: Was there adequate notice to all Flight Attendants about the infraction(s) at issue? Have there been retroactive charges?
  - 7) Evidence of accelerated discipline: Did the Company accelerate discipline (i.e., skip a stage in the disciplinary process or bring charges without giving the grievant a chance to improve after a previous stage of discipline?)
  - 8) Plausibility of grievant’s story: Is the grievant credible? Does her/his story appear truthful?
- i. Factual landscape: Taken as a whole, do the facts weigh in favor of the grievant? Consider the following points:
- 1) Witnesses
  - 2) Evidence of wrongdoing
  - 3) Validity of grievant’s excuse
  - 4) Any technical violation by the Company (contract/due process)
  - 5) Disputed facts
  - 6) Adequacy of documentation
  - 7) Disparate treatment defense (were similarly situated Flight Attendants treated the same/given the same discipline?)

- 8) Past practice contradicting the Company's assertion of a rule violation
- 9) Company behavior: Have the Company's actions been arbitrary, capricious or discriminatory?
- 10) Interpersonal factors: Is there evidence of a personality conflict between the grievant and supervisor or base manager?
- 11) Effect of state or federal law: Does the grievant have a viable claim under a law such as the ADA, FMLA or civil rights act?
- 12) Mitigating factors: Has the grievant suffered from any serious "hardship" such as illness, death in the family, or other difficulty that would explain and/or mitigate the Company's charge?
- 13) Effect of outcome on prior or future cases: Is this a case of first impression? Is there a possibility of setting bad precedent or carving away good language in previous cases?
- 14) Seniority of grievant: Goes to mitigation.